

February 27, 2012



Hand Delivery

Gregory King

Re: Written Reprimand

Dear Mr. King:

The purpose of this letter is to provide you with a written reprimand for failing to properly investigate a complaint of inappropriate staff behavior at Lowell Elementary and for withholding relevant information from the HR Department at the time you requested that two Lowell employees be investigated.

The Seattle School District ("District") hired attorney Cristin Kent to investigate allegations that you retaliated against two Lowell employees for raising concerns about inappropriate staff behavior.¹ Specifically, Ms. Kent investigated whether your request to the District's HR Department to investigate C1 and C2 for failing to follow proper reporting guidelines related to suspected inappropriate contact with a student was proper in light of the fact that you had prior knowledge of the inappropriate staff contact. A copy of Ms. Kent's redacted report is attached and those findings are made part of this written reprimand.

A. Failure to Properly Investigate a Complaint of Inappropriate Staff Behavior

This written reprimand is being issued to you because you failed to properly investigate a complaint of inappropriate staff behavior. Around January 20, 2011, Assistant Principal Rina Geoghagan informed you that Ms. C2 had reported to Ms. Geoghagan that EI, an Instructional Assistant, may have kissed the foot of a student. Ms. Kent found that you took no action, in part, because you believed the complaint was racially motivated. I agree with Ms. Kent's finding.

Under the facts at issue, the people making the complaint were white and the alleged perpetrator was black. Minimizing a complaint because you believe race is a factor, rather than getting involved is inappropriate behavior. As a District employee, particularly an administrator in charge of a school, all factual allegations involving the safety of a student must be taken seriously and properly investigated. Your failure to take this complaint seriously and/or act on the complaint warrants this written reprimand.

¹ One employee resigned and is no longer a District employee.

To address this concern I am directing that you work with me and the Executive Director of Schools to find appropriate training to address this issue. This training must be completed by June 30, 2012.

B. Withholding Relevant Information from the HR Department

The investigator found that the decision to investigate Ms. C2 and Ms. C1 was the result of "rushed decision-making" and a failure to consider all relevant facts, in part because you did not disclose those facts to HR. The investigator found that you clearly knew about the allegations against EI before you met with the HR Department on April 6, 2011. However, the investigator found that you were "not forthcoming at the April 6 meeting about the extent to which [you] knew about the EI complaints." Your lack of candor greatly impacted the decision made by HR to move forward and initiate an investigation. I find that had HR been informed of your complete knowledge of the prior reported act of foot kissing, the District would not have investigated Ms. C1 and Ms. C2 for failure to report this incident. Your omissions caused an unnecessary investigation.

The failure to provide relevant facts to a District department performing a critical function, determining whether employees broke District policy and state law by not reporting alleged sexual abuse is serious misconduct and warrants this written reprimand.

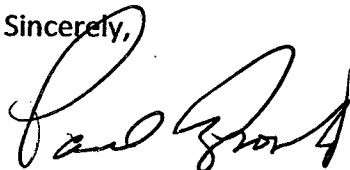
As part of this investigation, the District also looked into whether you and other administrators should have reported this incident to law enforcement or to CPS on or about April 6, 2011. The investigator concluded that at the time the report was made to you, that you did not have sufficient information to conclude that the conduct rose to the level of sexual abuse. I agree with that finding and conclude that you engaged in no misconduct by not reporting this incident to law enforcement or CPS. That said, I am directing you to attend training on the reporting of sexual abuse, sexual misconduct, and physical abuse contained in state law and District policy. Please contact me to set up this training. This training must be completed prior April 30, 2012.

C. Retaliation.

The last allegation in the investigative report is whether you requested that Ms. C1 and Ms. C2 be investigated to retaliate against them for making their initial reports of alleged inappropriate staff contact with students. The investigator found that the decision to investigate Ms. C2 and Ms. C1 was the result of a "rushed decision." The Investigator also stated, however, that the investigation was done for "dubious reasons," but did not provide evidence that the dubious reason was linked to a protected activity. Based on the investigative report, I cannot conclude that you asked HR to investigate Ms. C2 and Ms. C1 to retaliate against them. Thus, I find insufficient evidence to reach a conclusion that you retaliated against Ms. C1 or Ms. C2.

In sum, you are being issued this written reprimand for failing to properly investigate a complaint of inappropriate staff behavior at Lowell Elementary and for withholding relevant information from the HR Department at the time you requested that two Lowell employees be investigated. These facts will be reported to the OSPI Office of Professional Practice. Please let me know when you have completed the training required under this letter. Lastly, I want to remind you that the District's EAP is available to support you and your continued growth as a leader. EAP may be reached at 252-4800.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Apostle", written over the word "Sincerely,".

Paul Apostle

Assistant Superintendent for Human Resources

Attachment: February 15, 2012 Yarmuth Wilsdon Calfo Report

CC: Susan Enfield, Interim Superintendent
Nancy Coogan, Executive Director of Schools
Personnel File